

THRIVING IN CHANGE

Building Resilience in Turbulent Times

Tim Arnold, President, Leaders for Leaders, presented at the alPHa 2024 Winter Symposium where he offered pointers for embracing change and provided coping techniques. Here are some highlights from his presentation to help promote workplace health and wellness.

Embrace Change or Preserve Stability?

Embrace change to be positive to new realities, leverage emerging opportunities, and adapt goals. Overdoing it can lead to losing focus, chaos, and poor decisions.



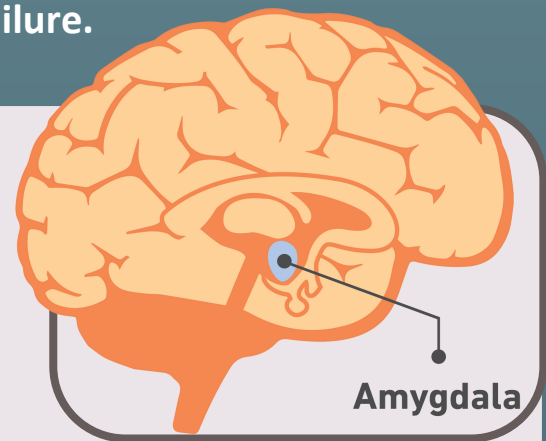
Preserve stability to create a sense of consistency and confidence, and ensure best practices don't get lost. Overdoing it can lead to missed opportunities and failure.

Consider “*and*”

Balancing the preservation of stability and embracing change can lead to a state of feeling current and confident. Emphasizing embracing change over preserving stability may result in being cutting-edge yet chaotic, while prioritizing preservation may lead to staying the course but falling behind. Neglecting both may result in stagnation and failure.

The Amygdala Hijack

The amygdala hijack entails an immediate, overwhelming emotional response disproportionate to the situation. To counter it, employ a **HIJACK STRATEGY**:



INTERRUPT: Awaken the "logical brain" by taking actions such as deep breathing or counting backwards from 10.

GET CURIOUS: Delve into your emotions—what are you feeling? (scared, angry, hurt) Identify the triggering event or behavior and explore why it elicited such a response.

CHOOSE: Decide how to behave or show up. Respond with a blend of emotion and logic rather than reacting solely based on emotion.

Optimism vs. Realism

Optimism boosts morale, resilience, and readiness for opportunities, but excessive optimism risks avoiding facts and eroding trust. Realism offers a clear view, data-driven decisions, and innovation, yet too much can foster pessimism, and miss opportunities.



Those with high optimism and realism are vigilant & visionary, high optimism but low realism yields unshaken & unprepared individuals. High realism but low optimism leads to driven & depressed individuals, and low levels of both result in naivety & negativity.

In summary, 'Thriving in Change' by Tim Arnold entails finding a balance between embracing change and preserving stability. By integrating the strengths of optimism and realism and employing coping strategies, individuals can build resilience and navigate turbulent times with confidence and adaptability. For more information click on the logos to access workplace health and wellness tips.



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